

F.No.5/7/2011-SCT (B)  
Government of India  
Ministry of Finance  
Deptt. of Financial Services  
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Most Immediate  
NCST Matter

New Delhi, dated <sup>05th</sup> July, 2012

To  
The CMDs of All Public Sector Banks

**Subject: - Action Taken Report on 3rd Report of the National Commission for Scheduled Tribes (NCST) for the year 2007-08.**  
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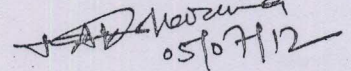
Sir,

I am directed to forward herewith a copy letter No. 18012/1/2008-C&LM-I dated 15.6.2012 of Ministry of Tribal Affairs, New Delhi addressed to Joint Secretary, Financial Services along with its enclosures on the subject mentioned above.

2. As per paras 2.7.3.3 & 2.7.3.4 the Commission has re-iterated its earlier recommendation that the Department of Economic Affairs (Banking Division) should advise the banks to devise a time bound programme to make up the shortfall/backlog of ST vacancies by launching special recruitment Drive or by deputing special recruitment teams in the tribal areas or by both.

3. Accordingly, you are requested to launch Special Recruitment Drive (SRD) to fill up all backlog reserved vacancies on **Top Priority** basis under intimation to this Department.

Yours faithfully,

  
05/07/12

(A.K. SHARMA)  
SECTION OFFICER  
TEL: 011-23362128

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NO. 18012/1/2008-C&LM-I  
Government of India  
Ministry of Tribal Affairs  
(C&LM-I Section)

Shastri Bhawan, New Delhi  
Dated 15<sup>th</sup> June, 2012

OFFICE MEMORANDUM

Subject: - Action Taken Report on the recommendations contained in the 3<sup>rd</sup> Report of the National Commission for Scheduled Tribes (NCST) for the year 2007-08.

The undersigned is directed to refer to the Department of Financial Services's O.M. No. 1/3/2001-SCT (B) dated 31.01.2011 and the Department of Economic Affairs's O.M. No. A 70011/2/2012- Ad. III dated 17.02.2012 on the above subject and to say that the recommendations contained in the 3<sup>rd</sup> report of NCST in respect of paras 2.7.3.3, 2.7.3.4 pertain to Baking Division and para 2.7.4.3 pertains to Insurance Division. A copy of extract from the "summary of recommendations" is enclosed. As per provision contained in clause 6 of the Article 338A of the Constitution, the report of the NCST is required to be laid before the Parliament along-with a memorandum explaining the Action Taken or proposed to be taken on the recommendations.

The Department of Financial Services is therefore, requested to furnish the ATR on the above points to this Ministry at the earliest.

20/6/12  
D.V. (SCT)

U.S. (SCT) 21/06/2012  
R.K. Gupta 21/06/12  
S. (SCT)

(A.K. Srivastava)  
Director  
Tel.-23387444  
15/06/12

Department of Financial Services,  
[Kind Attn. Shri Alok Nigam, Joint Secretary, (Admin.)],  
Jeevandeep Building,  
Parliament Street,  
New Delhi- 110001.

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05/07/2012  
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Mr. S. D.

5/10/01

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## CHAPTER-6

### SUMMARY OF RECOMMENDATIONS

The recommendations of the Commission on various aspects have been highlighted in the respective Chapters to facilitate convenient identification for the purpose of taking up follow up action on them. A summary of these recommendations is given as below:-

#### CHAPTER-2: SERVICE SAFEGUARDS.

1. The Department of Personnel and Training should issue revised instructions to provide for drawal of Separate zone of consideration for SCs and STs in compliance with the Hon'ble Supreme Court's directions. The DOPT is accordingly advised to revise the instructions contained in O.M. No. 36012/27/2000-Estt.(Res.) dated 10.03.2002 at the earliest to provide for a separate zone of consideration for SCs & STs in the matter of promotion by selection. [Para 2.4.6]
2. The Commission expresses its concern over this matter and reiterates its earlier recommendation that the DOPT should take up the matter with all the Central Ministries/Departments, particularly those which are cadre controlling authorities for appointment to various posts/

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services, and advise them to fill up the backlog vacancies reserved for Scheduled Tribes, by launching Special Recruitment Drives (SRDs) and/or by making ad-hoc promotions in case eligible ST candidates are not available in the extended zone of consideration in the matter of promotion by selection. Where the Recruitment Rules provide for 100% recruitment by promotion, and it is not possible for the authority to introduce the element of direct recruitment therein, filling up of an equal number of posts at the lower level through direct recruitment may be ensured. DOPT should formulate a time-bound Action Plan to fill up the vacant positions to meet the target. [Para 2.7.1.2]

3. The Commission re-iterates its earlier recommendation that the Department of Public Enterprises should advise the Central Public Sector undertakings to make concerted efforts to fill up the backlog vacancies reserved for Scheduled Tribes in Group A and B posts through Special Recruitment Drives to bring their representation to the prescribed level of 7.5%. Department of Personnel and Training and Deptt. of Public Enterprises should formulate a time-bound Action Plan to fill up the vacant positions to meet the target. [Para 2.7.2.2]

✓ 4. The Commission re-iterates its earlier recommendation that the Department of Economic Affairs (Banking division) should advise the banks to devise a time bound programme to make up the shortfall / backlog of ST vacancies by launching special recruitment Drive or by deputing special recruiting teams in the tribal areas, or both. [Para 2.7.3.3]

✓ 5. The Commission also recommends that Department of Financial Services, Ministry of Finance should take special note of the efforts of the Dena Bank for achieving the reservation percentage in respect of STs in all categories as a model employer. [Para 2.7.3.4]

6. The Commission therefore, re-iterates its earlier recommendation that the Ministry of Finance in order to enhance the representation of STs in Group A & B needs to take special measures like SRD to achieve the required representation of 7.5 percent in a time bound action plan. [Para 2.7.4.3]